



HOFSTRA UNIVERSITY™

MHC Site Supervisor/Graduate Employer Survey

Fall 2014

Conducted by the Division of Accreditation and Assessment, Provost's Office

Executive Summary

The MHC Site Supervisor Survey was distributed to 31 site supervisors and graduate employers online via an email link to a Qualtrics survey on October 16, 2014. Follow-up reminder emails were sent on October 23, October 30, and November 10. A total of 20 responses were obtained for a response rate of 64.5%. Note that not every respondent answered every item, so sample sizes may vary by question. Attitude/evaluative items were presented on 7 point likert scales.

Overall, the survey results are quite positive. Supervisors/employers reported that Hofstra MHC interns and/or graduates demonstrated more than adequate to adequate self awareness/disposition in terms of strengthened sense of self, appreciation for the contribution of all individuals and cultural groups, commitment to be culturally responsive, commitment to advocacy and being a change agent, and commitment to continued learning and professional development.

In terms of knowledge acquisition, supervisors/employers also report that Hofstra MHC interns/graduates demonstrate adequate to somewhat adequate knowledge acquisition in counseling theory and practice; human development and behavior; socio-cultural foundations; group counseling and dynamics, ethical and legal standards of practice; and contemporary issues in counseling. Interns/graduates demonstrated somewhat adequate knowledge acquisition in testing measurement, appraisal and research, and somewhat adequate to neither adequate nor inadequate knowledge acquisition in career development theory and applications. The latter two areas represent opportunities for improvement for the program.

Supervisors/employers report that the Hofstra MHC interns/employees they have supervised generally demonstrate adequate to somewhat adequate role and skill development in the following areas: counseling processing, individual assessment, advocacy and accountability, multicultural competence, professional role development and behavior, evidence based interventions, and integration of knowledge and skills in professional practice. Interns/employees demonstrate somewhat adequate role and skill development in consultation, coordination of services and programs, and referral. Hofstra MHC interns/students demonstrate somewhat adequate to neither adequate nor inadequate role and skill development in career and educational planning, technological applications in counseling and guidance, and action research methodology. Again, the latter represent opportunities for improvement and also parallel the results for knowledge acquisition.

Hofstra MHC interns/employees are very prepared to actually perform the tasks expected of them during their internship or upon graduation, according to their supervisors/employers, such as: conduct intake evaluations/initiate clinical interviews, develop treatment plans, write clinical case notes, provide individual and group counseling, applying multicultural knowledge and concepts to counseling, perform in accordance with ethical standards, and work with other mental health professionals.

Further, interns/employees spend much of their time on the job actually doing those things. They engage in individual counseling and group counseling more than 75% of the time. They also conduct workshops/psychological education sessions, and do intake evaluations, initial clinical interviews, and diagnosis/assessment much of their time (slightly more than 50% of the time). It is clear from the reports of supervisors that interns/employees are gaining relevant clinical experience.

The majority of site supervisors have been supervising for 4 years (25%) or for more than 5 years (31.3%). Additionally, most supervisors and employers have been in the counseling/psychology/human services field for 6-10 years (43.8%) or more than 10 years (43.8%).

Overall, supervisors/employers are very satisfied with Hofstra's M.A. Program in Mental Health Counseling (87.5% very satisfied, 12.5% satisfied, Mean=1.13 on 7 point scale), and are very likely to recommend the program to others (75% very likely, 25% likely, Mean=1.25, on 7 point scale).



MHC Survey

As part of our accreditation process, we are asking the practitioners who serve as site supervisors and/or graduate program employers to Hofstra's Mental Health Counseling interns or graduates to provide their perceptions about major aspects of our M.A. program in Mental Health Counseling Program.

All responses are confidential, and results will only be analyzed and presented on an aggregate basis. No one in the MHC Program will have access to your individual responses. Thanks for taking the time to help us collect this important data!

The Hofstra MHC interns and or graduates who I have supervised and or hired generally demonstrate self awareness/disposition in:

	Less than Inadequate	Inadequate	Somewhat Inadequate	Neither Inadequate or Adequate	Somewhat Adequate	Adequate	More than Adequate
Strengthened sense of self	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strengthened appreciation of the unique worth and contribution of all individuals and cultural groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strengthened commitment to be culturally responsive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment to advocacy and being a change agent as a means of addressing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment to continued learning and professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The Hofstra MHC interns and or graduates who I have supervised and or hired generally demonstrate knowledge acquisition in:

	Less than Inadequate	Inadequate	Somewhat Inadequate	Neither Inadequate or Adequate	Somewhat Adequate	Adequate	More than Adequate
Counseling theory and practice, including family systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human development and behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socio-cultural foundations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Testing, measurement, appraisal and research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career development theory and applications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group counseling and	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

dynamics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical and legal standards of practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contemporary issues in counseling (e.g., AIDS, addictions, crisis intervention, disaster response)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The Hofstra MHC interns and or graduates who I have supervised and or hired generally demonstrate role and skill development in:

	Less than Inadequate	Inadequate	Somewhat Inadequate	Neither Inadequate or Adequate	Somewhat Adequate	Adequate	More than Adequate
Counseling process (individual and group)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consultation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coordination of services and programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career and educational planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technological applications in counseling and guidance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual Assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advocacy and Accountability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Referral	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Action research methodology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multicultural competence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional role development and behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence-based interventions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integration of attitudes, knowledge, and skills in professional practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How prepared do you find the Hofstra MHC students to do the following:

	Very Unprepared	Unprepared	Somewhat Unprepared	Neither Prepared or Unprepared	Somewhat Prepared	Prepared	Very Prepared
Conduct intake evaluations/initial clinical interviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop treatment plans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Write clinical case notes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide individual counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide group counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conduct diagnostic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Conduct diagnostic assessments utilizing the DSM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apply multicultural knowledge and concepts to counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work with other mental health professionals in consultation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Act in accordance with ACA (and relevant) ethical standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

At your site, how often do MHC interns do the following tasks:

	Less than 10% of the time	25% of the time	50% of the time	75% of the time	More than 90% of the time
Intake evaluations/initial clinical interviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diagnosis/Assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consultation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workshops/psycho-education sessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Referrals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Overall, how satisfied are you with Hofstra's M.A. Program in Mental Health Counseling, including procedures involved, quality of communication, and shared investment between site and faculty supervisors?

- ☐ Very Satisfied
☐ Satisfied
☐ Somewhat Satisfied
☐ Neither Satisfied nor Dissatisfied
☐ Somewhat Dissatisfied
☐ Dissatisfied
☐ Very Dissatisfied

How likely are you to recommend Hofstra's M.A. Program in Mental Health Counseling to others?

- ☐ Very Likely
☐ Likely
☐ Somewhat Likely
☐ Undecided
☐ Somewhat Unlikely
☐ Unlikely
☐ Very Unlikely

Finally, please answer the following demographic questions.

How many years have you been a site supervisor for MHC interns?

- ☐ Less than 1 year
- ☐ 1 year
- ☐ 2 years
- ☐ 3 years
- ☐ 4 years
- ☐ 5 years
- ☐ More than 5 years






How long have you been in the counseling/psychology/human services field, overall?

- ☐ 0 - 2 years
- ☐ 3 - 5 years
- ☐ 6 - 10 years
- ☐ More than 10 years

Approximately how many Hofstra MHC interns have you supervised?







Please identify your own professional title and training (e.g., LMHC/Master's in MHC; LCSW/Post-Master's in Social Work; etc.).

The Hofstra MHC interns and or graduates who I have supervised and or hired generally demonstrate self awareness/disposition in:

	Less than Inadequate	Inadequate	Somewhat Inadequate	Neither Inadequate or Adequate	Somewhat Adequate	Adequate	More than Adequate	Mean
Strengthened sense of self								6.35
Strengthened appreciation of the unique worth and contribution of all individuals and cultural groups								6.41
Strengthened commitment to be culturally responsive								6.35
Commitment to advocacy and being a change agent as a means of addressing								6.29
Commitment to continued learning and professional development								6.41

	Minimum	Maximum	Mean	Variance	StdDev	Respondents
Strengthened sense of self	4	7	6.35	0.62	0.79	17
Strengthened appreciation of the unique worth and contribution of all individuals and cultural groups	5	7	6.41	0.38	0.62	17
Strengthened commitment to be culturally responsive	5	7	6.35	0.37	0.61	17
Commitment to advocacy and being a change agent as a means of addressing	5	7	6.29	0.47	0.69	17
Commitment to continued learning and professional development	5	7	6.41	0.51	0.71	17














The Hofstra MHC interns and or graduates who I have supervised and or hired generally demonstrate knowledge acquisition in:

	Less than Inadequate	Inadequate	Somewhat Inadequate	Neither Inadequate or Adequate	Somewhat Adequate	Adequate	More than Adequate	Mean
Counseling theory and practice, including family systems								5.35
Human development and behavior								5.47
Socio-cultural foundations								5.29
Testing, measurement, appraisal and research								5.06
Career development theory and applications								4.76
Group counseling and dynamics								5.47
Ethical and legal standards of practice								5.65
Contemporary issues in counseling (e.g., AIDS, addictions, crisis intervention, disaster response)								5.35

The Hofstra MHC interns and or graduates who I have supervised and or hired generally demonstrate knowledge acquisition in:

	Minimum	Maximum	Mean	Variance	StdDev	Respondents
Counseling theory and practice, including family systems	3	6	5.35	0.62	0.79	17
Human development and behavior	4	6	5.47	0.39	0.62	17
Socio-cultural foundations	4	6	5.29	0.35	0.59	17
Testing, measurement, appraisal and research	3	7	5.06	1.31	1.14	17
Career development theory and applications	3	6	4.76	1.07	1.03	17
Group counseling and dynamics	4	6	5.47	0.39	0.62	17
Ethical and legal standards of practice	5	6	5.65	0.24	0.49	17
Contemporary issues in counseling (e.g., AIDS, addictions, crisis intervention, disaster response)	4	6	5.35	0.37	0.61	17










The Hofstra MHC interns and or graduates who I have supervised and or hired generally demonstrate role and skill development in:

	Less than Inadequate	Inadequate	Somewhat Inadequate	Neither Inadequate or Adequate	Somewhat Adequate	Adequate	More than Adequate	Mean
Counseling process (individual and group)								5.53
Consultation								5.06
Coordination of services and programs								5
Career and educational planning								4.71
Technological applications in counseling and guidance								4.88
Individual Assessment								5.29
Advocacy and Accountability								5.29
Referral								5.06
Action research methodology								4.81
Multicultural competence								5.24
Professional role development and behavior								5.65
Evidence- based interventions								5.29
Integration of attitudes, knowledge, and skills in professional practice								5.41

The Hofstra MHC interns and or graduates who I have supervised and or hired generally demonstrate role and skill development in:

	Minimum	Maximum	Mean	Variance	StdDev	Respondents
Counseling process (individual and group)	4	6	5.53	0.39	0.62	17
Consultation	3	6	5.06	0.81	0.9	17
Coordination of services and programs	3	6	5	1	1	17
Career and educational planning	3	6	4.71	0.85	0.92	17
Technological applications in counseling and guidance	3	6	4.88	0.61	0.78	17
Individual Assessment	4	6	5.29	0.47	0.69	17
Advocacy and Accountability	3	6	5.29	0.72	0.85	17
Referral	3	7	5.06	1.31	1.14	17
Action research methodology	3	6	4.81	0.96	0.98	16
Multicultural competence	3	6	5.24	0.57	0.75	17
Professional role development and behavior	4	7	5.65	0.49	0.7	17
Evidence-based interventions	3	6	5.29	0.72	0.85	17
Integration of attitudes, knowledge, and skills in professional practice	3	6	5.41	0.63	0.8	17

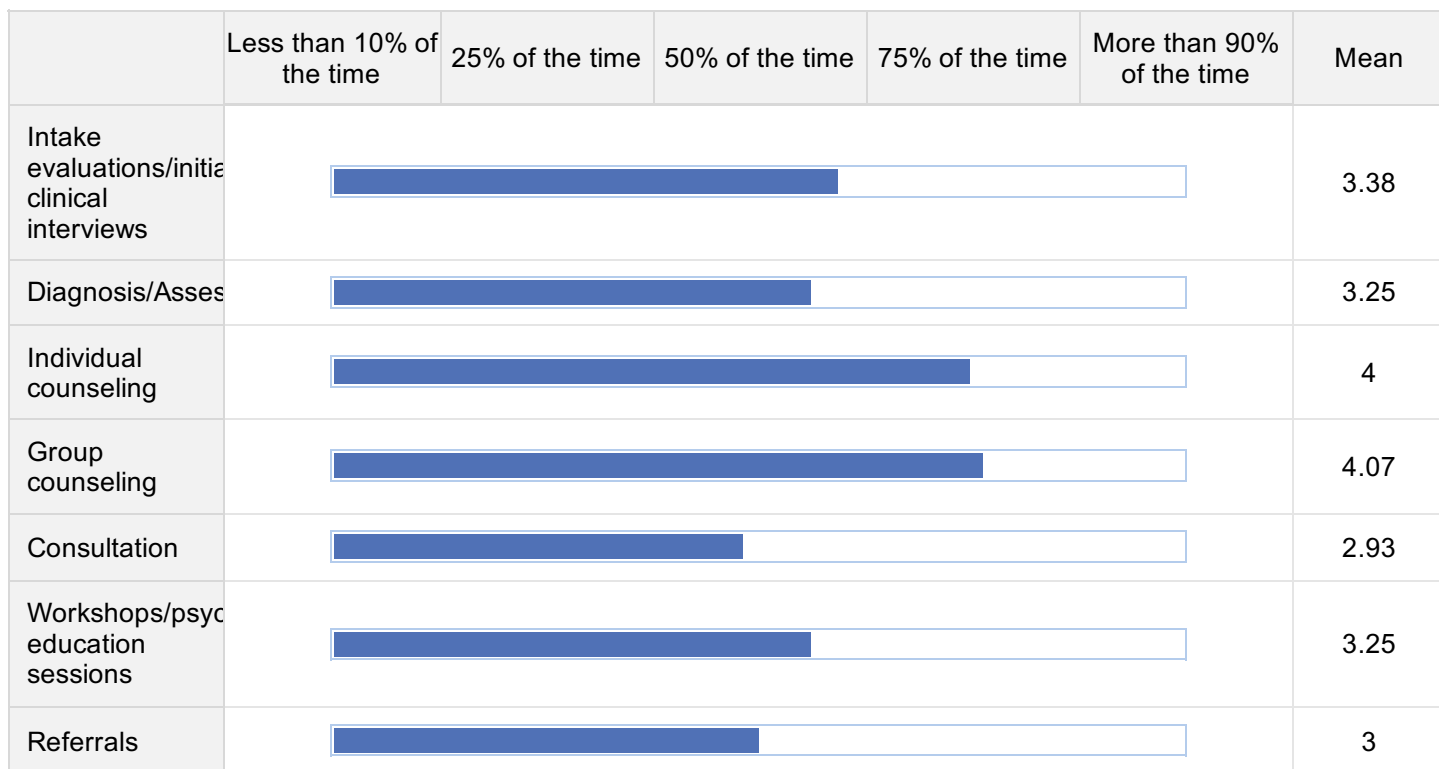
How prepared do you find the Hofstra MHC students to do the following:

	Very Unprepared	Unprepared	Somewhat Unprepared	Neither Prepared or Unprepared	Somewhat Prepared	Prepared	Very Prepared	Mean
Conduct intake evaluations/initial clinical interviews								6.13
Develop treatment plans								6
Write clinical case notes								6.38
Provide individual counseling								6.38
Provide group counseling								6.31
Conduct diagnostic assessments utilizing the DSM								5.87
Apply multicultural knowledge and concepts to counseling								6
Work with other mental health professionals in consultation								6.38
Act in accordance with ACA (and relevant) ethical standards								6.5

How prepared do you find the Hofstra MHC students to do the following:

	Minimum	Maximum	Mean	Variance	StdDev	Respondents
Conduct intake evaluations/initial clinical interviews	4	7	6.13	0.78	0.89	16
Develop treatment plans	5	7	6	0.53	0.73	16
Write clinical case notes	5	7	6.38	0.38	0.62	16
Provide individual counseling	5	7	6.38	0.38	0.62	16
Provide group counseling	5	7	6.31	0.36	0.6	16
Conduct diagnostic assessments utilizing the DSM	3	7	5.87	1.41	1.19	15
Apply multicultural knowledge and concepts to counseling	3	7	6	0.93	0.97	16
Work with other mental health professionals in consultation	5	7	6.38	0.38	0.62	16
Act in accordance with ACA (and relevant) ethical standards	6	7	6.5	0.27	0.52	16

At your site, how often do MHC interns do the following tasks:



	Minimum	Maximum	Mean	Variance	StdDev	Respondents
Intake evaluations/initial clinical interviews	1	5	3.38	2.65	1.63	16
Diagnosis/Assessment	1	5	3.25	2.47	1.57	16
Individual counseling	2	5	4	1.2	1.1	16
Group counseling	2	5	4.07	1.64	1.28	15
Consultation	1	5	2.93	3.21	1.79	15
Workshops/psycho-education sessions	1	5	3.25	2.6	1.61	16
Referrals	1	5	3	2.8	1.67	16

Overall, how satisfied are you with Hofstra’s M.A. Program in Mental Health Counseling, including procedures involved, quality of communication, and shared investment between site and faculty supervisors?

Value		Percent	Count	Percent
1	Very Satisfied	<div></div>	14	87.5%
2	Satisfied	<div></div>	2	12.5%
3	Somewhat Satisfied		0	0.0%
4	Neither Satisfied nor Dissatisfied		0	0.0%
5	Somewhat Dissatisfied		0	0.0%
6	Dissatisfied		0	0.0%
7	Very Dissatisfied		0	0.0%
-	Total	<div></div>	16	100.0%

Minimum	Maximum	Mean	Variance	#Reporting, Stddev#	Respondents
1	2	1.13	0.12	0.34	16

How likely are you to recommend Hofstra’s M.A. Program in Mental Health Counseling to others?

Value		Percent	Count	Percent
1	Very Likely	<div></div>	12	75.0%
2	Likely	<div></div>	4	25.0%
3	Somewhat Likely		0	0.0%
4	Undecided		0	0.0%
5	Somewhat Unlikely		0	0.0%
6	Unlikely		0	0.0%
7	Very Unlikely		0	0.0%
-	Total	<div></div>	16	100.0%

Minimum	Maximum	Mean	Variance	#Reporting, Stddev#	Respondents
1	2	1.25	0.2	0.45	16

How many years have you been a site supervisor for MHC interns?

Value		Percent	Count	Percent
1	Less than 1 year	<div></div>	3	18.8%
4	1 year	<div></div>	1	6.3%
5	2 years	<div></div>	2	12.5%
6	3 years	<div></div>	1	6.3%
7	4 years	<div></div>	4	25.0%
8	5 years		0	0.0%
2	More than 5 years	<div></div>	5	31.3%
-	Total	<div></div>	16	100.0%

Minimum	Maximum	Mean	Variance	#Reporting, Stddev#	Respondents
1	7	3.81	5.9	2.43	16

How long have you been in the counseling/psychology/human services field, overall?

Value		Percent	Count	Percent
1	0 - 2 years		0	0.0%
2	3 - 5 years	<div></div>	2	12.5%
3	6 - 10 years	<div></div>	7	43.8%
4	More than 10 years	<div></div>	7	43.8%
-	Total	<div></div>	16	100.0%

Approximately how many Hofstra MHC interns have you supervised?

Approximately how many Hofstra MHC interns have you supervised?
3
1
2
1
5
20
2
3
About 30
6
1
1
1
4
6
4

Please identify your own professional title and training (e.g., LMHC/Master's in MHC; LCSW/Post-Master's in Social Work; etc.).
LMHC/Masters in MHC
LCSW, MPS (Master of Professional Studies)
LCSW
LMHC/Mmaster's in Counseling Psychology, CRC
LCSW, University of Pennsylvania
Ph.D. Licensed Psychologist
LMHC
LMHC
LMHC CRC
LMHC
LMHC/Master's in MHC
LMFT/ Master's in Marriage and Family Therapy
M.S.Ed. in Rehabilitation Counseling in Mental Health, LMHC, CRC
LMHC
LMHC, NCC, CCMHC
LMHC /Master's in Rehabilitation Counseling